

Human Capital Investment in a Shrinking Workforce: How Do Older People Fit In?

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Outline

- Research questions
- Data and descriptive results
- Preliminary estimation results
- Next steps
- Questions

Research questions

- What are the factors which affect the training probability of older workers?
- Can we recognize an *increase* in their probability of receiving training over of the years?

“Time left” indicator:

Working longer *increases* the training probability of older workers

The negative age affect is getting *weaker*

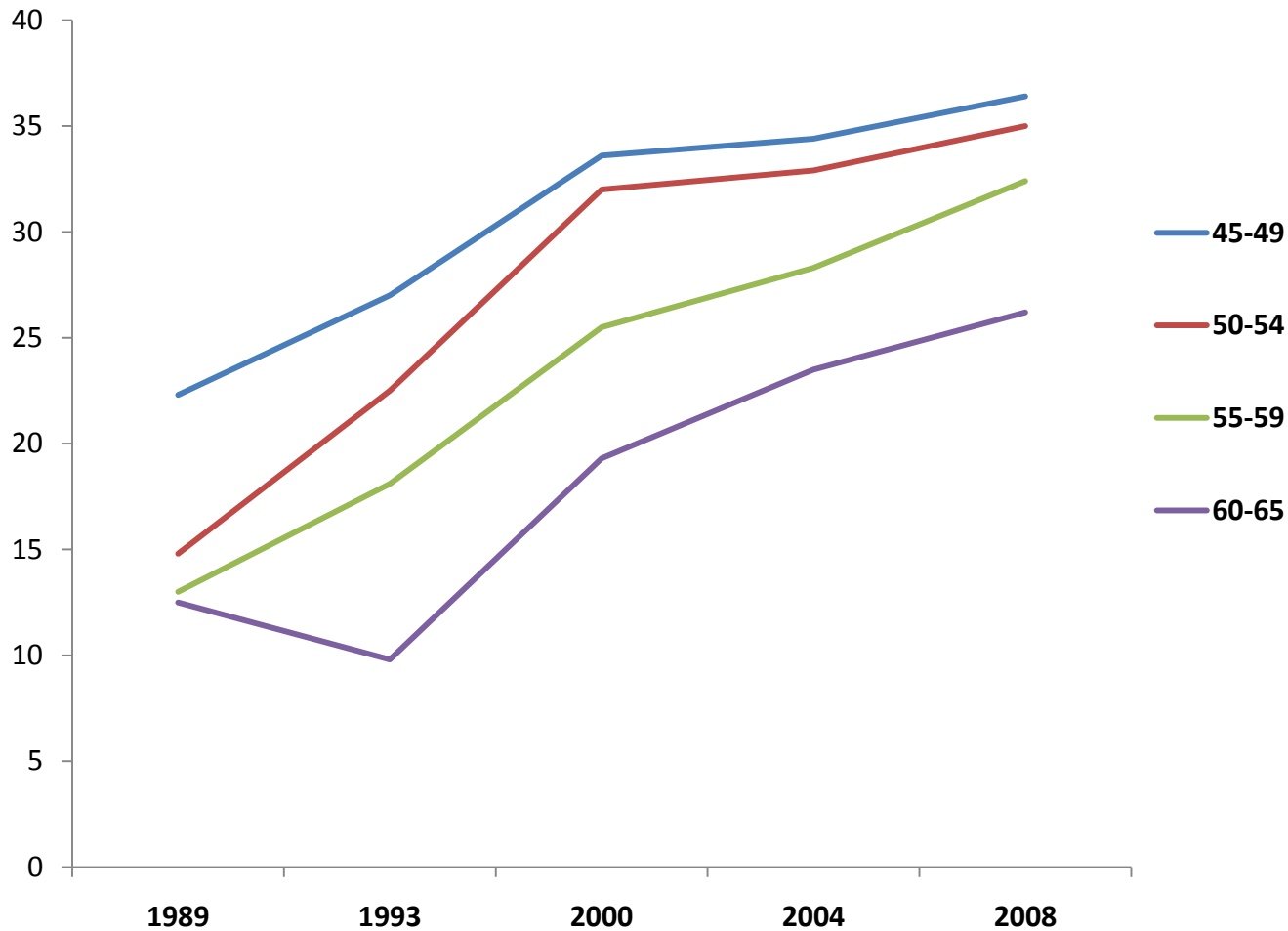
Data

- **Data source:** The German Socio-economic Panel (SOEP)
- **Waves:** 5 waves (1989, 1993, 2000, 2004, 2008)
- **Target population:** Older workers aged 45-65 who reported participation in formal training courses

Descriptive results: Training receipt (in %)

		1989	1993	2000	2004	2008
All workers	(aged 45-65)	17.0	22.2	29.9	31.8	33.9
Gender	Men	19.4	22.2	30.0	31.9	32.5
	Women	11.9	22.3	31.4	30.5	35.5
Nationality	Germans	22.4	27.8	32.3	32.7	34.6
	Foreigners	3.8	2.4	3.8	9.1	17.0
Education	School degree	3.1	4.8	10	10.1	9.0
	Vocational degree	19.9	20.8	27.3	26.9	29.1
	University degree	49.7	53.5	48.5	45.2	49.3
Occupation	Blue collar	2.7	5.8	10.3	11.6	12.8
	White collar	30.5	37.8	37.4	35.8	38.8
	Civil servants	49.6	51.0	61.1	54.9	58.3
	Self-employed	10.2	17.9	27.4	28.9	36.0
Employment status	Full-time	17.2	22.9	30.5	32.7	34.9
	Part-time	14.9	15.2	25.7	22.9	27.6

Training Incidence by Age Group and Year



Preliminary Estimation Results: The Determinants of Training: Logit Estimations

		1993	2000	2004	2008
50-54	Ref: 45-49	-0.489***	-0.042	-0.125*	-0.150*
55-59		-0.487***	-0.452***	-0.362***	-0.314***
60-65		-1.452***	-0.905***	-0.817***	-0.709***
Female	Ref: male	-0.057	0.095	-0.057	0.134*
Nationality		1.443***	1.523***	0.747***	0.127
Full-time	Ref: Part-time	0.571***	0.147	0.432***	0.222**
Sch. Degree	Ref: Voc. Degree	-0.929***	-.0729***	-0.652***	-1.15***
Uni. Degree		0.984***	0.549***	0.462***	0.479***
Blue-collar	Ref: Self-employed	-1.055***	-0.995***	-1.044***	-1.241***
White collar		0.517**	0.231	0.125	-0.108
Civil-servant		0.674**	0.893***	0.737***	0.493***
< 1 year with the firm	Ref: 1-4 years	0.431	-0.001	0.413**	-0.156
5-9 years		-.738***	0.105	0.068	0.203
> 10 years		-.331***	0.244**	0.119	0.101
< 20 people in the firm	Ref: 20 > 100	-0.041	-0.087	-0.101	-0.295**
100 > 200			0.063	0.253**	-0.068
200 > 2,000		0.249	0.285**	0.254**	0.101
2,000 and more		0.704***	0.427***	0.353***	0.379***

Preliminary Estimation Results: The Determinants of Training: Logit Estimations

		2000	2004
50-54	Ref: 45-49	-0.019	-0.155*
55-59		-0.443***	-0.389***
60-65		-0.906***	-0.844***
Female	Ref: male	-0.009	-0.194**
Nationality		1.405***	0.603**
Full-time	Ref: Part-time	0.189	0.483***
Sch. Degree	Ref: Voc. Degree	-0.759***	-0.701***
Uni. Degree		0.428***	0.313***
Blue-collar	Ref: Self-employed	-1.047***	-1.062***
White collar		0.135	0.057
Civil-servant		0.491**	0.328*
< 1 year with the firm	Ref: 1-4 years	0.079	0.328
5-9 years		0.021	0.144
> 10 years		0.124	0.119
< 20 people in the firm	Ref: 20 > 100	0.018	-0.066
100 > 200		0.045	0.221
200 > 2,000		0.254**	0.233**
2,000 and more		0.430***	0.377***

Preliminary Estimation Results: The Determinants of Training: Logit Estimations

		2000	2004
Agriculture and fishing	Ref: Manufacturing	0.319	0.133
Electricity/gas/water		0.620*	0.800***
Construction		-0.151	0.135
Wholesale and retail		-0.275**	-0.329**
Transport etc.		0.129	0.128
Finance		0.321*	0.614***
Real estate etc.		0.025	0.360**
Public administration		0.483***	0.729***
Education		0.663***	0.796***
Health and social work		0.384***	0.654***
Other		0.304	-0.034
Observations		3821	3975

Further steps

- Examining the determinants of training at the time of the participation
- Taking in consideration the effect of external indicators (i.e. Policies regulations)

Thank you!

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